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# CHILD LABOUR POLICY

PREMIER MODEL MANAGEMENT | 2022  
WWW.PREMIERMODELMANAGEMENT.COM

## POLICY

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According to the “UN convention of the rights on a child”, a child means every human being below the age of 18 years (unless under the law applicable to the child, majority is attained earlier).

Premier recognises and strictly adheres to the rights outlined in the UN convention document, protecting children from exploitation or interference with their education, health, mental or physical development and general well-being. Every child has rights, whatever their ethnicity, gender, religion, language, abilities, or any other status.

## WHY PREMIER HAS A POLICY

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Premier Model Management is based within the United Kingdom; however, we work with models from all over the world. Our services include scouting talent (both domestically and international), some of whom are classified as children (being that they are under 18 years of age). Model's that are taken on below the age of 18 cannot enter into a commercial agreement with us unless they are represented by a parent/guardian. As observers of the negative impact Child Labour has on this age group, it is important to state that we do not launch the model or require any work to be undertaken (neither paid nor unpaid) until they reach the adult age of 18.

Premier also hires interns and has recently enrolled in the government apprenticeship programme. These two groups are paid the appropriate wage in relation to their age and living location to ensure that they are recompensed for anything undertaken as work during their experience at the Company.

## PREVENTATIVE STRATEGY

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Prevention is always better than Cure. Control procedures must be implemented during the hiring process to avoid any possibility of child labour or exploitation. This may include age verification for applicants of any position within the organisation, which requires presentation of valid identification issued by an official authority prior to employment. We will keep a copy of this identification on record for as long as necessary to comply with HMRC, HR and GDPR requirements.

If it is not possible to provide identification of that nature, we require a document (or combination of documents) to be presented from either List A or List B(1/2) on <https://www.gov.uk/> needed to carry out a “Right to Work” check to the governments’ satisfaction. The employer is responsible for verifying the authenticity of any documentation submitted to them.